

## Learning Support Assistant Level 2 Person Specification

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	Experience of supporting pupils in a learning environment
2	Knowledge of national curriculum.
3	Experience of classroom organisation
4	NVQ Level 2 or 3 for Teaching Assistants or equivalent qualification or experience

#### Desirable

5	Experience of advancing progress of pupils of relevant age within a learning environment
6	Experience of or an interest in working with children with SEND
7	Ability to support pupils in a pastoral role.
8	First Aid Training

### Part B: Assessment Stage

Items 1 and 2 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

1	Experience of using ICT to support pupils in the classroom
2	Able to take an active role in co-ordinating reviews of pupil's progress.
3	Able to produce accurate and up to date records and reports.
4	Able to undertake observations and assessments of pupils including those with special educational needs.
5	Able to work using own initiative.
6	Able to work within and apply all relevant school policies and schemes of work
7	Able to deliver interventions on a 1-1 or small group basis.
8	Able to work as part of a team.
9	Committed to achieving further professional development
10	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> <li>motivation to work with children and young people</li> <li>ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> </ul>

	<ul style="list-style-type: none"> <li>▪ emotional resilience in working with challenging behaviours</li> <li>▪ attitude to use of authority and maintaining discipline.</li> <li>▪ able to work in partnership with other agencies</li> </ul>
11	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

### Desirable

12	Knowledge of SEN Code of Practice
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The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	No	discussion with pupils	Yes
Other (specify) Small group task	Yes/No		

### Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)